

# **THE INFLUENCE OF RELIGION AND SOCIAL SUPPORT ON CAREER COMMITMENT**

## **UNDERGRADUATE HONORS THESIS**

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## ABSTRACT

The concept of career commitment describes the process that a person undertakes when choosing an occupation. This study focuses on two possible predictors of career commitment: religion and social support. These constructs were studied by administering a survey to a subset of the population of a large public Midwestern university. Correlation, regression, and mediation analysis were used to examine the relationships between the variables of interest. Results from this study indicate that the total social support one receives and religious affiliation were significant predictors of increases in some measures of career commitment. Analysis also shows that one's motivation for participation in a religious organization also impacts some career commitment measures. Furthermore, this study found that the link between intrinsic religious involvement and one career commitment measure was fully mediated by social support. Lastly, it was found that increased religious involvement is related to increased total social support levels.

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## INTRODUCTION

Every individual makes many choices that affect what type of work they will do and how their work will influence their life. Specifically, one major choice that is made by individuals is what type of career they will pursue. Formally, the concept of committing to a career path is referred to as career commitment (Morrow, 1993). Understanding career commitment, perhaps, now more than ever, is important because of the recent changes in a typical person's work life. No longer is it expected for one person to remain at one firm for their entire career. Rather, job hopping and shifting from company to company is the norm in the modern workplace (Hall and Associates, 1996). As a result of the emergence of this new type of career, understanding how a person chooses the type of career that they want, rather than which organization they want to work for, is of great importance. In addition, with a greater understanding of the factors that influence career commitment, individuals, companies, and career counselors can better utilize the resources at their disposal to help them make the best possible career related decisions and assessments. Despite the important role that career commitment has in the modern work landscape, this concept has not been thoroughly studied (Aryee and Tan, 1992; Goulet and Singh, 2002).

This study focuses on two variables that represent important aspects of the social context that may influence career commitment: religion and social support. These

variables are believed to be influential because individuals will often seek out advice and support from individuals and organizations that they have contact with as they wrestle with important life decisions, such as career-related decisions. Additionally the career choice process is particularly important for new entrants to the labor force. In fact, Bluestein et al. (1989), citing the work of Erikson (1968), Harren (1979), Jepsen (1984), and Super, (1957) said that “one of the major developmental tasks of late adolescence and early adulthood is the commitment to career choices process (Bluestein et al., 1989).” As a result, this study focuses on the antecedents of career commitment of college-aged individuals in an attempt to understand the mechanisms of the career commitment process when they are most likely to be at work.

Career commitment is defined as the “continuum of exploration, choice, and commitment” that a person undergoes when choosing an occupation (Duffy et al. 2005). The level to which a person is committed to their career can vary from uncommitted or exploratory to highly committed and confident (Bluestein et al., 1989). Career commitment can also be viewed as “one’s motivation to work in a chosen vocation” or “one’s attitude toward one’s profession or vocation” (Carson and Beidlan, 1994; Blau, 1985). In general career commitment can be regarded as the process a person goes through when choosing an occupational path and the person’s feelings as to the level of certainty that their choice is correct for them.

There are many factors that potentially contribute to a person’s level of career commitment. A study done on “career motivation” by London (1983) identifies that both individual and situational variables have influence upon a person’s choice of career, and provides a long list of examples of each type of variable. Examples of situational

variables that may affect career motivation are encouragement, support for career development, and demands placed on the individual (London, 1983). Examples of personal variables that may affect career motivation are future time orientation, competitiveness, and fear of failure (London, 1983). Other models of the antecedents of career commitment include situational, individual, and extra-work variables (Goulet and Singh, 2002). Extra-work variables refer to the relationships and commitments that individuals have outside of their work environment that may conflict with workplace demands. For example, one's responsibilities with their family may conflict with their ability to meet their work requirements, and prevent them from becoming fully committed to their job. Examples of extra-work variables that have been studied in the past are the number of dependants that one has and family involvement (Goulet and Singh, 2002), as well as spouse support and household coping (Ayee and Tan, 1992).

There is much less known about the role of extra-work variables on career commitment and as a result extra-work variables must be explored further to gain a more complete picture of how they influence a person's career commitment (Goulet and Singh, 2002). Moreover, in spite of the need to study the various individual, situational, and extra-work variables that London (1983) and others have identified, incorporating them all into a study would be extremely difficult and impractical (Goulet and Singh, 2002). As a result, researchers must strategically select variables that are believed to influence career commitment decision making and test their influence (Ayee and Tan, 1992). Thus, the current study will focus on the role of religion and religious involvement on career commitment both directly and indirectly through its influence on social support.



One of the key situational variables mentioned by London (1983) is support for career development. What is meant by support for career development is that an individual receives “career information and guidance” which helps them to plan their careers (London, 1983). Social support is a source-specific situational variable meaning that an individual obtains support from a particular external entity or group. Examples of sources where support can originate are family, friends, mentors, and career counselors just to name a few. Links between career commitment and source-based support have been made by Blustein et al. (1991) and Scott and Church (2001) who both examined the role that parental support plays in the career commitment process. For example, Scott and Church (2001) found that increased levels of conflictual independence and attachment to parents is related to an adolescent’s progression toward a career choice. Other studies have looked at other sources of support, such as supervisory support, and its relationship with career outcomes (Greenhaus, et al., 1990).

Typically of studies of social support and career outcomes tend to focus on a single source of support rather than examining the full range of support that an individual draws upon to make career choices. The use of multiple sources of support is critical because it provides information about which sources of support are have a meaningful effect on the career commitment process, and which do not. However, to my knowledge, no studies to date have concurrently examined different sources of social support and their affect on career commitment for young, career-bound individuals. The current study seeks to fill this research gap by exploring five sources where support for career related decision can originate: family, friends, professors or academic mentors, supervisors, and members of a person’s community of worship. These sources of support were chosen

because they represent many of the major relationships, and thus sources of support, that young, college-aged individuals embarking on career choices may have in their life.

Moreover, this list of support examines sources that are both work-related and extra-work related in order to compare the effects of the different sources of support for individuals making career choices.

Finally, the current study examines the extra-work variable of religious involvement. Religion is a critical variable to study because, for many, it plays a large role in the formation of value structures, social networks, and the use of discretionary time and money. Participation in a religious organization typically requires an individual to devote time, resources, and to make relationships that are outside the scope of the work context. As a result, it is reasonable to postulate that the energies and time spent fostering and maintaining the relationships and meeting requirements of a religious organization may have an influence on the career commitment process either directly or indirectly through the development of a community of social support. Despite the potentially large role that religion may have in the career commitment process there is not much known about the interaction of these two variables, with the exception of a study done by Duffy et al. (2005) that found that participation in a religion, for some individuals, was a predictor of a person's tendency to move toward choosing a career (Duffy et al., 2005).

In sum, this study seeks to add to our understanding of the career commitment process in three ways. (1) By examining and comparing how support from five different sources (friends, family, professors and academic mentors, supervisors, and members of communities of worship) is used and valued when making career decisions. (2) By explicating the relationship between religious motivation (e.g., the reason a person is

involved with a religion) and career commitment. (3) By identifying how religious motivation and social support work in collaboration to influence career commitment. These areas will be investigated by testing five hypotheses which are explained below.

## HYPOTHESES

The idea of religion having an influence on an individual's career has been explored in a few studies. For example, religious well-being has been positively related to job satisfaction levels (Robert, Young, and Kelly, 2006). In another study it was found that individuals, who view their occupation as a quasi-religious calling, meaning they feel that they were put on this planet to do their current job, are more likely to stress social justice in their lives and report higher job security levels (Davidson and Caddell, 1994). In addition to these studies which look at those who are already in the workforce, several studies have examined the role religion plays in the career planning of students. For example, Constantine, et al. (2006) conducted interviews with 12 African American undergraduate students and found that, for these individuals, religion plays a role in their career development process. In a similar study, Royce-Davis and Stewart (2000) interviewed 10 undergraduate college students and found that those individuals who engaged in spiritual expression or growth were more likely to seek out or participate in career development activities than individuals who did not engage in any spiritual expression.

In general, the findings of these studies suggest that religious involvement has a positive effect on the career choices and outcomes of individuals. However, it should be noted that some of these studies are exploratory in nature and involve small sample sizes. Moreover, career commitment, as an outcome of religious involvement, has rarely

been examined. Thus, additional studies of the relationship between religion and career commitment are needed, and some that use larger sample sizes and quantitative methods could add to this literature by providing a rigorous test of the relationship.

It can be seen from past research that religious involvement has been found to influence many aspects of an individual's career. As a result, it should be expected to find that religious participation would have a similar effect on the career commitment process, as it is similar to many of the career related constructs that have already been shown to be influenced by religious participation. For example, career development and career commitment both involve individuals making career related decisions. However, the body of literature that relates career commitment with religious involvement is limited, and as a result, definitive conclusions cannot be made at this time as to the exact relationship of religious participation and career commitment. One study does give some insight to this relationship. An exploratory study done by Duffy et al. (2005) found that, for a subset of individuals, religious involvement has serves as a predictor of a person's tendency to choose a career. Hypothesis 1 seeks to further the knowledge base in this area and to expand on the research done by Duffy et al. (2005). Taking into account the findings of past studies on the general relationship between religion and various career related constructs, and the reported relationship between religion and career commitment I hypothesize:

*Hypothesis 1: Individuals who are more involved in religion will exhibit higher levels of career commitment than lower involved or non-involved individuals.*

People can be involved in religion and religious organizations for many reasons. For example, some people may join a church to please their significant other, because it

is a societal norm, or because they want to meet people. In each of these situations the individual is an active participant in the religion but does not believe in the theological principles of the faith. Individuals may also be involved in a religion because they are a believer in the religion's theological principals. It is not uncommon for an individual to list one or more reasons for participating in a religion. In each of these situations individuals had the opportunity to cultivate relationships with members of their community of worship that may be used to influence their career choices.

Measuring the motivation for one's involvement in a religious activity has been examined by researchers. One perspective for viewing a person's motivation for participation in religion follows the idea that individuals can be intrinsically and extrinsically committed to religious worship. A person can be "intrinsically committed, meaning that the motivation (to participate) was inherent in experiences of religious worship and other such activities" (Gorsuch et al., 1997). An individual with an extrinsic religious orientation uses religion for their own ends, and is a "self serving utilitarian" (Allport, 1960, 1966). Hunt and King (1971) provide a list of qualities that individuals of both intrinsic and extrinsic orientations would possess. For example, an intrinsically-oriented individual would view religion as an "an end in itself" or "be intent on serving his religion" (Hunt and King, 1971). This is in contrast to the views of an extrinsically-oriented individual who feels religion "supports and serves non-religions ends" or does not have a "master motive" (Hunt and King, 1971).

Just as overall motivation for participating in a religious organization can be divided into intrinsic and extrinsic, extrinsic motivation can be divided into subcategories as well. This study focuses upon two of the most well researched subcategories: extrinsic

personal and extrinsic social. Individuals who are motivated to participate for extrinsically personal reasons follow the general guidelines outlined above for extrinsic motivation, but place emphases on the personal benefits received as part of their religious involvement (Gorsuch and McPherson, 1989). An example of a personal benefit that a personal extrinsic could seek to receive is comfort in times of personal strife (Gorsuch and McPherson, 1989). Individuals who are motivated to participate for extrinsically social reasons also follow the general guidelines outlined above for extrinsic motivation, but place emphases on the social benefits received as part of their religious involvement (Gorsuch and McPherson, 1989). Examples of extrinsically social benefits are having the opportunity to make friends and/or to spend time with friends as a result of participation (Gorsuch and McPherson, 1989).

Research as it relates to religious motivation and career commitment is sparse, with recent studies being exploratory in nature and advocating for further research to be done (Duffy et al., 2005). However, one study found that extrinsic personal motivation serves as a predictor for increased career commitment (Duffy et al., 2005). This finding suggests that personal extrinsics use their involvement in the religious organization in a different way than intrinsics and extrinsic socials, that being as a resource to meet their life's goals and needs. In addition this finding may indicate that intrinsics and extrinsic socials may become bogged down by the rigors of participation in the religion and with the maintenance of the relationships that originate from participation and, as a result, do not have the necessary bandwidth to focus on choosing a career (Duffy et al., 2005). While the Duffy, et al. (2005) work has found a difference within the extrinsic category, the dearth of research on them does not adequately support making separate hypotheses.

Rather, the overall findings suggests that while religious involvement generally is a source of security and stability, which has been shown to be a predictor of career commitment, one's motive for involvement may determine how beneficial religious involvement is for career-related decisions (Duffy et al. 2005). Intrinsically motivated individuals may focus less on their career because of their religious involvement. Whereas extrinsically motivated individuals may leverage their religious involvement for career-related ends. Still, predicting the differentiation in career outcomes of intrinsics and extrinsics is progressive because past research (e.g. Duffy et al., 2005) only predicted differences between those who participated in religion at varying levels and not for varying reasons. As a result, Hypothesis 2 examines the relationship between career commitment levels for different types of religious involvement.

*Hypothesis 2: Individuals who are religiously extrinsically-oriented, either personal extrinsic or social extrinsic, will exhibit higher levels of career commitment than those individuals who are religiously intrinsically-oriented.*

Past research has shown that participation in a religious organization is linked to increased social support levels (Ellison and George, 1994; Bradley, 1995). However, even within those individuals who are involved in religious organizations, social support is not a given. There may be differences in the amounts of social support derived from the members of the religious community as a direct result of the level of involvement: greater involvement in the religious organization is related to greater positive social support (Bradley, 1995). This additional support, which is derived uniquely from an individual's involvement in their religion, could be used as a resource to aid in the career decision process. Conversely, someone who is only loosely involved in a community of



worship and only possess weak support relationships may not be able to use this type of support to assist them in their career planning. Given this potential relationship it is important to examine the differences in amounts of social support between those who are and are not active participants in religious activities. Thus, I hypothesize:

*Hypothesis 3: Religiously involved individuals will exhibit higher total social support levels than non-involved individuals.*

In London's (1983) study on career motivation he discusses how both personal and situational variables influence career choices. One of the situational variables London (1983) mentions is career information and guidance. This study regards that one of the major sources of career information and guidance in people's lives are the various sources of social support that individuals have access to. When aggregated, all of the sources of social support in an individual's life represent the predictor of career information and guidance that London discusses. This hypothesis seeks to test this potential predictor of career commitment among a group of college-aged individuals.

*Hypothesis 4: Greater total social support is related to greater career commitment.*

Participation in religion has shown to give individuals additional social support (Noony and Woodrum 2002). Additionally, it is hypothesized that social support levels are positively related to career commitment. As a result of these two hypotheses, it is reasonable to hypothesize that any additional increases in career commitment levels that individuals who participate in a religious organization experience, in comparison to their non-religiously involved counterparts, is a function of the additional social support garnered from the involvement in the religious organization. This concept is tested by the following mediation hypothesis:

*Hypothesis 5: Social support mediates the relationship between religious involvement and career commitment.*

## METHODS

### Sample

Hypotheses were tested by administering an online survey to a subset of the student population at a large Midwestern public university. Email invitations to participate in the survey were sent out on 12 listserv lists on campus. This many listservs were used to ensure a diverse final sample. The completion rate for the survey was 92%; that is 92% of those who started the survey actually finished it. I received 725 survey responses to the survey request email and received 724 usable responses. One response was omitted from the analyses because the respondent indicated that they did not meet the minimum age requirement for survey participation. There is no accurate way to determine how many individuals received the email, and thus no reliable way to calculate a response rate. This is due to the nature of the sampling methods used, which was student organization, course, and college e-mail list serves. The average age of respondents was 20.8 years, with a range of 18 years, which was the minimum requirement for the survey, to 51 years. The sample included 527 self described white/Caucasians, 23 black/African Americans, 69 Asians/Pacific Islanders, 11 Hispanics, and 17 individuals who listed other as their ethnicity. The grade point average of the students was 3.45 and the students ranged from graduate level to first year undergraduates. On average, respondents had spent 2.7 years in college. Five-hundred

and forty-five individuals identified themselves as Midwesterners, 15 as Southerners, 24 as New Englanders, 28 were from the Mid-Atlantic region, 11 from the West, 3 from the Southwest, and 77 who identified themselves as having an international orientation. To encourage participation respondents had the option of entering a random drawing for 1 of 4 \$50.00 gift cards.

Because this survey was available exclusively online, it is important to recognize that those individuals who are not “technology savvy” may not have been as likely to respond. However, given the population of potential respondents, college-aged individuals who are routinely required, for academic reasons, to interact with the internet and computers, any biases, as they relate to the method of survey administration, are mitigated. While participating in the survey participants had the ability to withdraw or refuse to answer any question without penalty.

## Measures

The four main constructs: religious motivation, religious involvement, social support, and career commitment were measured using an online survey instrument. Several additional variables were also collected as control variables and will be discussed at the end of this section. The survey was self administered and accessed via a link in the electronic survey recruitment email flier.

The survey consisted of 54 questions that measured the constructs of interest. However, it is important to note that not all participants were asked to answer all 54 questions. This is because the survey was designed to react to respondent’s answers to two trigger questions that identified if a set of questions in the survey was applicable to that particular respondent’s life experiences. More information on these trigger questions

is given below. Even at its full length, completion time for the survey was short and estimated to be less than 10 minutes. Overall, the execution of the survey went without incident, with no problems being reported by respondents.

### *Religious Motivation*

Religious motivation is measured using both existing and modified items from the Age-Universal Intrinsic-Extrinsic scale, published by Gorsuch and McPherson (2001).

This scale measures the extent to which individuals are both intrinsically and extrinsically motivated to participate in religious activities. Only those respondents who responded yes to:

“I consider myself to be a religious person. That is, I identify with a religion, religious beliefs or ideals, or a religious organization. (Note: it is NOT necessary to be ACTIVE in a religion to be have a religious affiliation.)”

were asked to answer questions from the Intrinsic-Extrinsic Scale. The intrinsic motivation scale used in this study has been proven to be a valid measure and was developed from published scales with reliabilities of .82, .83, (Gorsuch and McPherson, 1989) .78, (Duffy and Bluestein, 2005) and .76 (Venable, 1982). The extrinsic personal scale used in this study was developed from scales with published reliabilities of .89 (Duffy and Bluestein, 2005), .57 (Gorsuch and McPherson, 1989), and .53 (Venable, 1982). The extrinsic social scale used was developed from scales with published reliabilities of .80 (Duffy and Bluestein, 2005), .58 and (Gorsuch and McPherson, 1989) and .73 (Venable, 1982). For the current study, the Cronbach alpha for intrinsic, extrinsic personal, and extrinsic social were 0.87, 0.73 and 0.63, respectively. A five-point Likert-type response scale similar to the one used by Gorsuch and McPherson (1989) was used for each of these scales. Scores ranged from “Strongly Disagree” to “Strongly Agree”

with high scores indicating a greater importance of that particular motivation. Tables 1 and 2 show the intrinsic-extrinsic religious motivation questions asked in the survey and factor analysis for each scale.

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Insert Tables 1 and 2

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### *Religious Involvement*

Religious Involvement measures to what extent a person is involved with a religion, meaning how much they participate, are attached to, and are connected with their faith. I measured this item several ways. First, respondents were asked:

“I consider myself to be a religious person. That is, I identify with a religion, religious beliefs or ideals, or a religious organization. (Note: it is NOT necessary to be ACTIVE in a religion to be have a religious affiliation.)”

This was a single-item measure answered either “yes or no.”

A second measure of religious involvement was given to those you answered “yes” to the first question. The scale was based upon two questions that measured public and private religious involvement (Ellison, 1995). There is no reliability data for these questions, as each functioned as a single item scale. Three additional questions were created to work in conjunction with the Ellison (1995) questions to obtain an overall measure of involvement. Each response was rated on a 6-point Likert scale, with higher scores indicating greater levels involvement. The exact terminology used in each Likert scale varied depending on the question content. For example, one scale measured involvement in hours of time spent per week, while another type of involvement was better measured in attendance per year. The five item scale used in this study had a

Cronbach Coefficient Alpha of 0.88. Table 3 includes the questions used in this second measure of religious involvement.

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Insert Table 3

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### *Social Support*

Social support measures the amount of career information and guidance respondents believe they obtain from various sources. The targets used in this study are supervisors, family, friends, professors or academic mentors, and members of the respondent's community of worship. The same questions are asked for each target, with the exception of community of worship, which has two additional questions that help to further identify how this type of support is used. Only those individuals who are involved in a community of worship, meaning, they attend their place of worship or attend a religious meeting a minimum of "once a year or less" were asked the five community of worship support questions. Questions were taken from or designed to work in conjunction with Greenhaus et al's (1990) scale measuring perceived supervisory support. This scale had a published reliability rating of 0.93. Responses were scored using a five-point Likert-type response scale with higher scores indicating a greater perceived abundance of that particular type of support. Responses ranged from "Strongly Disagree" to "Strongly Agree" (Gorsuch and McPherson, 1989). Table 4 is a table of the questions that were asked in this section as well as the Cronbach Coefficient Alphas for each scale generated in this study. Each "All Target" question was modified to replace "\_\_\_\_" with each of the five targets.

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Insert Table 4 Here

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### *Career Commitment*

Career commitment measures the extent to which a respondent is committed to a particular career track. The questions used to measure this career commitment are taken directly from the Commitment to Career Choices Scale, or were designed to work in conjunction with it. The Commitment to Career Choices Scale is comprised of the Vocational Exploration and Commitment Subscale and the Tendency to Foreclose Subscale (Blustein et al. 1989). For this study I reversed scored the Vocational Exploration and Commitment Subscale so that higher scores indicate greater commitment to a particular career. The Vocational Exploration and Commitment Subscale measures a respondents level of commitment to a career and has had a published reliabilities of 0.85 (Duffy et al., 2005) and .91 (Blustein et al, 1989). The Tendency to Foreclose Subscale measures how one commits to career choices, meaning whether they tolerate uncertainty in the career commitment process and delay choosing a career. This scale has published reliability ratings of .82 (Duffy et al., 2005) and .91 (Blustein et al, 1989). The scales used in the current study have Cronbach Coefficient Alphas of 0.79 for the Vocational Exploration and Commitment Subscale and 0.74 for the Tendency to Foreclose Subscale. High scores on the Tendency to Foreclose Subscale indicate a low tolerance of ambiguity in career decisiveness. The questions asked are provided in Table 5.

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Insert Table 5 Here

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### *Controls*

Control variables for this study are the geographic identity, the grade point average, and the class rank of the respondents. The question that measures a person's geographic identity was designed using information about the regions of the United States published by the United States Government (U.S. Diplomatic Mission to Germany, 2006). Respondents were able to select from 6 U.S. regions (Midwest, South, New England, Mid-Atlantic, West, Southwest). In addition an option for individuals who are international students was included in this measure. Ellison noted (1995) in a study on religious involvement conducted in a southern community that geography may be one factor influencing religious involvement and symptoms of depression. As a result, geographic identity is controlled for.

The grade point average of respondents was measured via an open response question. At the university where this study took place grade point averages (GPA) range from 0.00 to 4.00 with higher GPAs indicating better performance. GPA has been proven to be a valid predictor of job performance and for some employers GPA plays a major role in hiring decisions (Heneman and Judge, 2006). As a result, it is possible that individuals who are highly motivated to join a particular career field will be driven to perform well in school, while individuals who are not motivated to begin their careers may feel that school performance is not as important. As a result, respondent's GPA was recorded in order to control for any effects that it may have on the variables of interest.

Lastly, the class rank of respondents was controlled for. The rank of respondents was measured by a single question which asked them to select what year in college they

were (1-4) with an option for graduate students. In a study on Separation/Attachment Theory and Career Commitment and Decidedness that examined the effects of parental divorce, among a group of college students, it was found that the respondent's year in school had a significant effect on study results (Scott and Church, 2001). Because the Scott and Church (2001) study used the same measure of career commitment as this study (The Commitment to Career Choices Scale) the respondent's year in school was controlled for.

## ANALYSIS

OLS Regression analyses and correlation analysis were used to examine the hypotheses. To test the mediation hypotheses I used the Baron and Kenny Method (Baron and Kenny, 1986).

## RESULTS

Table 6 shows the means, standard deviations, scale reliability estimates where appropriate, as calculated by Cronbach Coefficient Alphas, and inter-scale correlations for each scale used in this study. Overall, scale reliabilities were good ranging from 0.63 – 0.89. In addition, the means and standard deviations for each scale were also acceptable. The results of the correlation analysis show several interesting relationships. First, highly significant correlations were found between the Vocational Exploration and Commitment Scale and family, friend, academic, and total support scales, as well as with intrinsic religious motivation. The other measure of career commitment used in this study, the Tendency to Foreclose scale, not was correlated any of these scales, but was highly correlated with both the extrinsic personal and social scales. Also, religious affiliation was highly correlated with family, and friend support, and moderately correlated with supervisor support. However, religious affiliation was not significantly correlated with academic support. The total support that an individual receives was found to be highly correlated with all religious motivation measures except for extrinsic personal, which showed no correlation to total support levels. As expected the extrinsic personal and extrinsic social scales were highly correlated with each other. However, the intrinsic motivation was only correlated with extrinsic personal and not extrinsic social. These observations, which represent a sample of all of the correlations found, show that a

complex and diverse set of relationships exist between the variables of interest in the study. Many of these relationships are examined by my five hypotheses.

Results from Hypothesis 1 and 2 are shown in Table 7. Hypothesis 1 examines the relationship between religious involvement levels and an individual's progression toward career commitment. Hypothesis 2 investigates religious motivation and an individual's progression toward career commitment. Table 8 shows the results of Hypothesis 3. Hypothesis 3 examined the relationship between social support levels and religious involvement. The results of the test for Hypothesis 4, which explores the relationship between social support and career commitment, are found in Table 9. Hypothesis 5 was test using the Baron and Kenny (1986) method

#### Hypothesis 1:

The results of the OLS Regression analyses provide little support for Hypothesis 1. The only significant relationship between the two measures of religious involvement (affiliation and involvement) and the two career commitment scales was a positive relationship between religious affiliation and the Tendency to Foreclose Scale ( $B=0.10$ ,  $p < .05$ ). This indicates, as expected, that if a person is involved with in a religious organization they are less tolerant of ambiguity in their career choices.

#### Hypothesis 2:

The statistical results partially support Hypothesis 2. Neither extrinsic personal or extrinsic social motivation were found to be significant predictors for the Vocational Exploration and Commitment Scale ( $B=-0.08$ ; ns;  $-0.03$ , ns, respectively). Contrary to Hypothesis 2, intrinsic motivation was found to be a highly significant predictor of scores on the Vocational Exploration and Commitment Scale ( $B=0.21$ ,  $p < .001$ ). However,

consistent with Hypothesis 2, extrinsic personal was found to be a moderate positive predictor of scores on the Tendency to Foreclose scale ( $B=0.07$ ;  $p < .05$ ). In addition, extrinsic social was found to be highly related to Tendency to Foreclose scale as well ( $B=0.11$ ,  $p < .01$ ). Intrinsic motivation is not found to be predictive of scores on the Tendency to Foreclose scale, even when included in an analysis with the full model and both extrinsic scales included.

#### Hypothesis 3:

The OLS regression results confirm Hypothesis 3 (See Table 8, first section). Religious involvement was significantly and positively related to perceived total social support ( $B=0.10$ ,  $p < .001$ ). This indicates that the more involved someone is in a religious organization, the more perceived total social support they experience. An exploratory set of analyses were then conducted to understand how religious involvement influences perceived total social support. Religious involvement was regressed against each of the different sources of social support: supervisor, family, friend, academic, religious community. It is interesting to note that religious affiliation influences perceived total social support only through its effect on perceived religious support ( $B=0.33$ ,  $p < .001$ ) and not on its effect on any other sources of support. Thus, the social support that comes from religious involvement does not spillover to affect family or friend support, for example.

#### Hypothesis 4:

The tests of Hypothesis 4 are partially confirming. The total social support showed a highly significant positive relationships with the Vocational Exploration and Commitment Scale ( $B=0.23$ ,  $p < .001$ ). However, total social support showed no

significant relationship with the Tendency to Foreclose scale ( $B=-0.03$ , ns). This indicates that those individuals who perceive having more social support tend to progress toward committing to a career more than those individuals who receive less social support. Interestingly, the Vocational Exploration and Commitment Scale was highly significantly related to family, friend, and academic support, but not significantly related to religious or supervisor support. No single sources of support were significantly related to the Tendency to Foreclose scale. When all of the types of social support are looked at together it can be observed that the only source of support that has a significant relationship with the Tendency to Foreclose scale is academic support ( $B=0.21$ ,  $p>.001$ ). This data is not shown in an attached table, please contact the author for a table of this data.

#### Hypothesis 5:

To test Hypothesis 5, the mediation model, I used the Baron and Kenny (1986) method. Using their steps, one determines if there is sufficient evidence to conduct a test of mediation. Given the initial regression results, there is only one case where mediation can be tested: the Vocational Exploration and Commitment Scale.

The first step to determine if mediation exists is to find support for the initial predictor and the outcome, here religious involvement and career commitment. Looking back at Table 7, a significant relationship between intrinsic religious motivation and the Vocational Exploration and Commitment Scale can be observed ( $B=0.21$ ,  $p < .001$ ). The second step examines the relationship between the initial predictor, here intrinsic religious involvement, and the mediator, total social support. Table 8 includes these analyses which show that there is a significant relationship between them ( $B=0.11$ ,  $p <$

.001). The third step in their method is to find a relationship between the mediator, here social support, and the outcome, Vocational Exploration and Commitment Scale. Support for that relationship can be found in Table 9 ( $B=0.23$ ,  $p < .001$ ). The final step to test for mediation is to see if the effect on intrinsic motivation on the Vocational Exploration and Commitment Scale is reduced (evidence of partial mediation) or is eliminated (evidence of full mediation) when the mediator, total social support, is also included in the model. The results of this test indicate that total social support fully mediates the relationship between intrinsic motivation and the Vocational Exploration and Commitment Scale. The effect of intrinsic religious motivation on the Vocational Exploration and Commitment Scale, once total social support was included in the analysis, were not significant ( $B=0.01$ , ns).



## DISCUSSION

Commitment to a career is important. It indicates how focused one is to a career path, and may help predict the future behaviors like job change decisions (Goulet and Singh, 2002). This is especially so in today's working world where commitment to an organization or an employer is decreasing as the new employment contract has weakened the bond between employer and employee (e.g., Cappelli, 1999). A better understanding of what determines an individual's career commitment is a vital piece to the puzzle of career choice. While there has been research that has examined individual and social factors that may influence a person's career commitment, extra-work variables have largely been overlooked. It is important to examine extra-work variables because it is known that the non-work-related aspects of one's life are likely to influence work-related aspects through spillover effects (e.g., see Rothbard, 2001). Moreover, these non-work-related aspects may have an effect on the social factors (e.g., social support) that influence a person's work-related choices. This paper focused on one extra-work variable, religion and religious involvement, and its direct effect on career commitment as well as its indirect effect on career commitment through its effect on social support.

It was observed that only those individuals who were affiliated with a religion were more likely to dislike ambiguity in knowing what career choices are right for them (the tolerance for ambiguity measure of career commitment); that is, those who had religious affiliations also tended to think there was only one career for them. This may

indicate that those individuals, who tend to choose to follow a specific religious path, meaning they identify with a specific religious organization or faith structure, may also want their career to also follow some type of specific structure as well. It is possible that these individuals want, and perhaps need, structure in their lives, as suggested by their tendency to actively narrow down both which religious and career-related path are right for them. Interestingly, it was not the level of involvement in the religion (e.g., attendance at services) that was related to career commitment; it was simply having a religious affiliation that was related to the likelihood to commit to a particular career choice. This may indicate that the mental processes taken to commit to a career and to a religious organization are somewhat similar. This potential implication of these findings suggests that research comparing the steps that individuals take to commit to both religions and careers is needed.

Within the group of people who have chosen to be a part of a religious organization we see some interesting findings for the reason for their involvement. Results show that people, who are motivated for intrinsic reasons, meaning they joined a particular religion because the faith structures and beliefs of the religion resonated with them, were more likely to evaluate their career choices and be confident about their career choice. This indicates that on average, these individuals tend to move closer to actually choosing a career. This was demonstrated by increased scores on the Vocational Exploration and Commitment scale. This may indicate two key characteristics of intrinsically motivated individuals: first their ability to evaluate religious organizations against their own value structure may carry over into their ability to evaluate career choices against their own value structure, or visa versa. Secondly, once a favorable

evaluation is made, they are confident enough in their evaluation to commit to a particular career. This is not the case with extrinsically religious-oriented individuals. Additionally it is possible that religious intrinsics are also career intrinsics, meaning that the reason they may choose their careers in the same way they choose their religion, that being for the value structures that are inherent in the job/religious organization. If this were true, the number of occupations that an intrinsic person could, in good conscious, pursue would be limited. However, as my results showed for the tendency to foreclose scale, intrinsically-oriented individuals are not more likely to limit themselves to only one. While contrary to the hypothesis, it may be that intrinsics want to be sure about their career choice, but are open to evaluation of various career options. Further research on the mechanisms and characteristics of intrinsic versus extrinsic religiously-oriented individuals should be done to explicate these relationships.

However, in congruence with my predictions it was found that individuals who were motivated religiously for both extrinsically personal and extrinsically social reasons were more likely to dislike indecision in their career paths, where as intrinsics tend to be tolerant of indecision. This is not surprising because extrinsics have clear expectations of what they want to get out of their time spent participating in religious activities. It would also follow that these individuals would approach their careers wanting to achieve the same type of self serving outcomes that they experience from their time spent in a religious organization. Given the utilitarian nature of these individuals, it is reasonable to see how extrinsics would dislike having barriers, like ambiguity, between them and their career outcomes.

Results also show that the amount of involvement in a religious organization and not the fact that a person was affiliated with a religious organization influenced the amount of total social support one experienced. This indicates that to get the social support benefit of a religious affiliation one needs to be an active member; to be seen as part of the in-group. Also, supplementary analysis looking at whether religious involvement related to other sources of social support, found that it was related to only religious support, not to for example family- or friend-based support. That is, religious involvement does not “spillover” to other aspects of one’s life. This indicates that support received from religious involvement is viewed as specifically religious in origin.

Probing deeper into the statistical analysis it is observed that only extrinsic socials and intrinsic experience this increase in total support as a result of increased participation. This is to be expected of intrinsic because they tend to seek gaining a deeper life meaning from their time spent involved in a religious organization. It may be that, in order to find this deeper meaning, intrinsic seek out and build supportive relationships with other members of their community of worship. The link between extrinsic socials and increased social support is likely a product of their desire to engage in social activities during their religious participation. As a result, it is expected that they will experience greater levels of social support.

Total social support levels in themselves have also been shown to have an effect on a person’s tendency to choose a career. This suggests that the act of actually committing to a career may be influenced by the advice that one receives from other people. This confirms the prediction made by London (1983) that career information and guidance is an antecedent of career choices. Additionally, the fact that total support has

not been found to have an effect on one's tolerance for ambiguity in the career process, suggests that the tendency to foreclose subscale is not effected directly by the interpersonal relationships that one has. It may be that these interpersonal relationships have an indirect effect on a person's tolerance for career indecision, through an internalization process, perhaps, but more research is needed in this area before any meaningful conclusion can be formed about the indirect effects of social support.

Finally, it is observed that total social support fully mediates an intrinsic's increased likelihood to commit to a career. This means that from a career commitment perspective, an intrinsic's ability to build supportive relationships with members of their community of worship is key. Additionally, because intrinsics were the only group to experience this fully mediated relationship, suggests that the interpersonal relationships that intrinsics create are distinctly different than those of extrinsic personals and extrinsic socials.

#### *Future Research Directions*

The results of this study have several important implications for future research. Most importantly, the findings of this study demonstrate that the motivation behind a person's involvement in a religious organization, an important extra-work aspect of a person's life, does have an impact on career-related constructs. Moreover, the reason for religious involvement—whether one is involved because of intrinsic belief structures and faith or because of extrinsic, utilitarian reasons—matters for career commitment and matters in different ways depending on how career commitment is measured. As a result, future studies on religion and careers should include both multiple measures of career commitment or other career-related constructs and measures of religious motivation.

Additionally, the results of the current study are not consistent with the only other study to look at these relationships (Duffy, et al. 2005). Thus, future studies may need to better explicate the mechanisms that relate religion to career commitment to clarify the relationships. Lastly, the results of this study showed distinct differences in the outcomes of items measured by both the Tendency to Foreclose scale and the Vocational Exploration and Commitment Scale. While it is clear that these two scales were intended to measure different constructs, more results agreement was expected between these scales. This indicates that more work may be needed to understand the mechanisms underlying the process of exploring and evaluating careers and the decision to hone in on only one career. In addition, this disagreement between these two scales underscores the importance of including both scales in future studies of career commitment.

#### *Limitations of This Study*

It is important to note that there are limitations to the findings from this study. These primarily originate from the composition of the sample taken in this study and from the novelty of the constructs examined. First, the measures were all gathered at one time period, making any causal links impossible to test. Second, there are aspects of the sample that may bias the results or make generalizability limited. The respondents in this study were predominantly white, Midwesterners. As a result, any effects that are isolated to this specific demographic of people greatly affected the outcomes of the study. Additionally, the education level of respondents, over two years of attendance on average at a highly respected college, may skew the results. Also, as mentioned above, because the survey was administered exclusively online, it is possible that those individuals who are not comfortable with internet technology would be less likely to participate. Because

of these selection-related issues the results of this study may not be completely indicative of the experiences of the overall population. It is also important to note that because of the novelty of many of the topics explored in this study the results should be replicated by future research before they are applied, in an absolute manner, to all groups across time.

### *Conclusion*

Perhaps what is most important to take from this study, from a career commitment perspective, is that extra-work or non-work related aspects of a person's life can relate to career commitment. Religion is not often considered a relevant predictor for career choices or commitment. The findings of this study suggest otherwise. Moreover, this study highlights the need to understand the reason or motivation for someone to be involved in a religion. As a result, it can now be concluded that failing to examine religious motivations in studies on career commitment and religion will give an incomplete picture of the interactions of these two variables. Furthermore, this same warning can be applied to failing to examine multiple sources of social support in studies that combine social support and career commitment. Overall, by using findings of this study to further career related research it is possible to better equip individuals to effectively manage their careers and to make the best possible career related decisions. This can have a large positive effect on the quality of life of people for years to come.

## TABLES

Table 1: Intrinsic-Extrinsic Scale Questions		
<i>Question Number</i>	<i>Measure</i>	<i>Question</i>
1	Extrinsic Social	I go to my place of worship because it helps me to make friends.
2	Extrinsic Social	I go to my place of worship mostly to spend time with my friends.
3	Extrinsic Social	I go to my place of worship mainly because I enjoy seeing people I know there.
4	Extrinsic Personal	I pray hard mainly to gain relief and protection.
5	Extrinsic Personal	What religion offers me most so comfort in times of trouble and sorrow.
6	Extrinsic Personal	Prayer is for peace and happiness.
7	Intrinsic	I enjoy reading about my religion.
8	Intrinsic	It doesn't much matter what I believe so long as I am good.(R)
9	Intrinsic	It is important to me to spend time in private thought and prayer.
10	Intrinsic	I have often had a strong sense of God's presence.
11	Intrinsic	Although I believe in my religion, many other things are more important in life.(R)
12	Intrinsic	I try hard to live all my life according to my religious beliefs.
13	Intrinsic	Although I am religious, I don't let it affect my daily life.(R)
14	Intrinsic	My whole approach to life is based on my religion.

Table 2: Intrinsic and Extrinsic Scale Factor Analysis				
Factor Pattern Analysis		Rotated Factor Pattern Analysis		
Intrinsic Motivation Scale		Extrinsic Personal and Social Motivation Scales		
Table 1 Question Number	Factor 1	Table 1 Question Number	Factor 1	Factor 2
14	<b>0.82</b>	3	<b>0.84</b>	0.06
13	<b>0.80</b>	2	<b>0.84</b>	-0.06
9	<b>0.78</b>	1	<b>0.71</b>	0.22
10	<b>0.75</b>	4	0.06	<b>0.79</b>
12	<b>0.74</b>	5	0.08	<b>0.78</b>
7	<b>0.68</b>	6	0.05	<b>0.69</b>
11	<b>0.66</b>			
8	<b>0.62</b>			
		Variance Explained by Each Factor		
Variance Explained by Factor 1		Factor 1		Factor 2
4.30		1.93		1.76



Table 3: Religious Involvement Scale Questions
1. What best describes your frequency of attendance at your place of worship or other religious meetings.
2. How often do you spend time in private religious activities such as prayer, meditation, and text study.
3. How often do you interact with individuals that you would describe as "religious friends" (friends from
4. How often do you interact with individuals that you would describe as "religious mentors."
5. How much time per week, on average, do you spend engaged in all religious activities.

Table 4: Social Support Questions and Cronbach Coefficient Alpha Values
<i>All Targets Questions</i>
1. ____ takes the time to learn about my career goals and aspirations.
2. ____ cares about whether or not I achieve my career goals.
3. When I have questions about what career path I should pursue, I will speak to ____.
<i>Supplementary Community of Worship Questions</i>
4. Members in my community of worship keep me informed about different career opportunities for me.
5. Members in my community of worship speak with me about problems I am having in planning my car
<i>Social Support Scales' Cronbach Coefficient Alpha Values</i>
Family Support Scale - 0.87
Friend Support Scale - 0.82
Members of Community of Worship Support - 0.89
Professors and Academic Mentors Support - 0.76
Supervisor Support Scale - 0.87

Table 5: Career Commitment Questions	
Measure	Question
Tendency To Foreclose Subscale	Only one specific career goal is right for me.
Tendency To Foreclose Subscale	Given my values, I think there are many occupations that could be right for me. R
Tendency To Foreclose Subscale	Only one occupation is right for my abilities.
Tendency To Foreclose Subscale	I am suited for only one occupation.
Vocational Exportation and Commitment Subscale	There is a lack of information about my fields of interest. R
Vocational Exportation and Commitment Subscale	I am uncommitted to a career track because I am unsure about my future. R
Vocational Exportation and Commitment Subscale	I do not know enough about myself to commit to a career. R
Vocational Exportation and Commitment Subscale	I am able to commit myself firmly to a specific career goal.
Vocational Exportation and Commitment Subscale	I worry about ability to make effective career decisions. R
Vocational Exportation and Commitment Subscale	I am not very certain about what kind of work I want to do. R

Table 6: Scale Correlations															
Measure	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1. Family Spt	0.87														
2. Supervisor Spt	0.10 **	0.87													
3. Friend Spt	0.43 ***	0.24 ***	0.82												
4. Academic Spt	0.16 ***	0.24 ***	0.17 ***	0.76											
5. Religious Spt	0.05	0.03	0.04	0.09 *	0.89										
6. Rel. Intrinsic	0.04	0.04	0.03	0.01	0.42 ***	0.88									
7. Rel Extr. (Personal)	0.06	0.01	-0.01	0.08	0.06	0.15 ***	0.63								
8. Rel. Extr. (Social)	-0.02	0.03	0.06	0.04	0.36 ***	0.07	0.19 ***	0.73							
9. Rel. Involvement	0.03	0.07	0.06	0.02	0.50 ***	0.77 ***	0.10 *	0.22 ***	0.88						
10. Total Spt	0.28 ***	0.71 ***	0.56 ***	0.67 ***	0.49 ***	0.18 ***	0.04	0.15 ***	0.22 ***	NA					
11. Rel Affiliation	0.19 ***	0.10 **	0.20 ***	0.05	NA	NA	NA	NA	NA	0.04	NA				
12. Tend. To Foreclose	-0.06	-0.04	-0.05	0.00	-0.01	-0.02	0.15 ***	0.18 ***	0.00	-0.04	0.07	0.74			
13. Voc Ex. And Commit.	0.13 ***	0.06	0.13 ***	0.18 ***	0.02	0.21 ***	-0.04	-0.02	0.07	0.15 ***	0.05	0.06	0.79		
14. GPA (Control)	0.09 *	0.02	0.05	0.09 *	-0.03	0.12 **	-0.03	0.00	0.10 *	0.06	-0.04	-0.04	-0.02		
15. School Year (Control)	-0.03	0.18 ***	0.03	-0.05	-0.08	0.08	-0.07	-0.12 **	0.04	0.05	0.02	-0.12 **	0.09 *		
Mean	4.48	3.39	4.04	3.11	3.03	3.35	3.26	2.28	3.34	3.40	0.77	1.75	3.33	3.45	2.73
Standard Deviation	0.68	0.93	0.67	0.82	0.80	0.76	0.71	0.70	1.28	0.53	0.42	0.52	0.76	0.34	1.10
*** p < .001, ** p < .01, * p < .05.															

Table 7: Regression Results for Career Commitment and Religion																
Measure	Vocational Exploration and Commitment Scale								Tendency to Foreclose Scale							
	1	2	3	4	5	6	7	8	1	2	3	4	5	6	7	8
Intercept	3.09 ***	3.03 ***	2.41 ***	1.99 ***	2.71 ***	2.55 ***	2.73 ***	2.33 ***	2.07 ***	2.00 ***	2.00 ***	2.00 ***	1.68 ***	1.75 ***	1.52 ***	1.55 ***
Geography	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
GPA	-0.05	-0.04 *	0.00	-0.03	0.02	0.02	0.02	-0.04	-0.07	-0.07	-0.05	-0.05	-0.04	-0.04	-0.04	-0.03
School Year	0.05 *	0.06	0.09 **	0.08 **	0.09 **	0.09 **	0.09 **	0.08 **	-0.06 **	-0.06 **	-0.05 *	-0.05 *	-0.05 *	-0.04 *	-0.04 *	-0.04 *
Religious Affiliation		0.06								0.10 *						
Rel. Involvement			0.04								0.00					
Rel. Intrinsic				0.19 ***				0.21 ***				0.00				-0.02
Rel. Extr. (Personal)					-0.05		-0.05	-0.08					0.09 **		0.07 *	0.07 *
Rel. Extr. (Social)						-0.02	-0.02	-0.03						0.12 ***	0.10 **	0.11 **
F Value	1.33	1.30	2.43	4.45	2.33	2.20	2.10	4.00	3.41	3.53	1.65	1.65	2.44	3.09	3.25	2.98
R-square	0.02	0.02	0.04	0.07	0.04	0.04	0.04	0.08	0.04	0.05	0.03	0.03	0.04	0.05	0.06	0.06
Sample size	669	668	512	512	512	512	512	512	669	668	512	512	512	512	512	512

\*\*\* p < .001, \*\* p < .01, \* p < .05.

Measure	Perceived Total Support								Perceived Supervisor Support							
	1	2	3	4	5	6	7	8	1	2	3	4	5	6	7	8
Intercept	2.69 ***	2.64 ***	2.41 ***	2.33 ***	2.43 ***	2.35 ***	2.24 ***	2.03 ***	2.21 ***	2.08 ***	2.02 ***	2.04 ***	1.95 ***	2.02 ***	1.87 **	1.81 **
Geography	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
GPA	0.08	0.08	0.06	0.07	0.10	0.10	0.10	0.07	0.05	0.06	0.13	0.14	0.15	0.15	0.15	0.14
School Year	0.02	0.02	0.02	0.01	0.02	0.03	0.03	0.02	0.13 ***	0.13 ***	0.13 ***	0.13 ***	0.13 ***	0.14 ***	0.14 ***	0.13 ***
Religious Affiliation		0.08								0.18 *						
Rel. Involvement			0.10 ***								0.06					
Rel. Intrinsic				0.12 ***				0.11 ***				0.04				0.03
Rel. Extr. (Personal)					0.05		0.03	0.02					0.05		0.04	0.04
Rel. Extr. (Social)						0.13 ***	0.13 ***	0.12 ***						0.06	0.06	0.05
F Value	3.46	3.40	6.17	4.26	2.54	4.41	4.09	5.21	5.25	5.19	3.19	2.90	2.93	2.96	2.72	2.50
R-square	0.04	0.04	0.10	0.07	0.04	0.07	0.08	0.10	0.06	0.07	0.05	0.05	0.05	0.05	0.05	0.05
Sample size	669	668	512	512	512	512	512	512	669	668	512	512	512	512	512	512

\*\*\* p < .001, \*\* p < .01, \* p < .05.

Measure	Perceived Family Support								Perceived Friend Support							
	1	2	3	4	5	6	7	8	1	2	3	4	5	6	7	8
Intercept	3.53 ***	3.31 ***	3.64 ***	3.59 ***	3.43 ***	3.74 ***	3.49 ***	3.44 ***	3.29 ***	3.08 ***	3.12 ***	3.13 ***	3.14 ***	3.08 ***	3.04 ***	2.99 ***
Geography	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
GPA	0.15 *	0.17 *	0.13	0.13	0.14	0.13	0.14	0.13	0.09	0.11	0.08	0.09	0.10	0.10	0.10	0.09
School Year	-0.02	-0.02	-0.02	-0.02	-0.01	-0.02	-0.01	-0.02	0.01	0.01	0.03	0.03	0.04	0.04	0.04	0.04
Religious Affiliation		0.29 ***								0.29 ***						
Rel. Involvement			0.02								0.04					
Rel. Intrinsic				0.04				0.03				0.03				0.03
Rel. Extr. (Personal)					0.07		0.14	0.07					0.02		0.01	0.01
Rel. Extr. (Social)						-0.03	-0.01	-0.04						0.06	0.06	0.06
F Value	2.09	4.38	1.35	1.38	1.57	1.32	1.50	1.42	3.45	5.77	3.42	3.10	3.03	3.30	2.97	2.75
R-square	0.02	0.06	0.02	0.02	0.03	0.02	0.03	0.03	0.04	0.07	0.06	0.05	0.05	0.06	0.06	0.06
Sample size	668	667	511	511	511	511	511	511	669	668	512	512	512	512	512	512

\*\*\* p < .001, \*\* p < .01, \* p < .05.

Measure	Perceived Academic Support								Perceived Religious Support <sup>a</sup>							
	1	2	3	4	5	6	7	8	1	2	3	4	5	6	7	8
Intercept	2.23 ***	2.14 ***	2.07 ***	2.06 ***	1.76 ***	2.00 ***	1.70 ***	1.69 ***	3.21 ***	--	2.42 ***	1.94 ***	2.90 ***	2.38 ***	2.34 ***	1.35 **
Geography	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	--	Yes	Yes	Yes	Yes	Yes	Yes
GPA	0.20 *	0.21 *	0.22 *	0.23 *	0.23 *	0.23 *	0.24 *	0.23 *	-0.12	--	-0.23 *	-0.22 *	-0.12	-0.11	-0.11	-0.22 *
School Year	-0.04	-0.04	-0.03	-0.03	-0.03	-0.03	-0.03	-0.03	-0.06	--	-0.08 **	-0.09 **	-0.06	-0.03	-0.03	-0.06 *
Religious Affiliation		0.13								--						
Rel. Involvement			0.02								0.33 ***					
Rel. Intrinsic				0.02				0.00				0.46 ***				0.44 ***
Rel. Extr. (Personal)					0.09		0.09	0.09					0.08		0.01	-0.03
Rel. Extr. (Social)						0.05	0.04	0.04						0.40 ***	0.40 ***	0.37 ***
F Value	1.88	1.99	1.84	1.81	2.18	1.91	2.02	1.83	1.49	--	19.33	12.80	1.60	8.45	7.60	17.69
R-square	0.02	0.03	0.03	0.03	0.04	0.03	0.04	0.04	0.03	--	0.27	0.20	0.03	0.14	0.14	0.30
Sample size	669	668	512	512	512	512	512	512	473	--	473	473	473	473	473	473

\*\*\* p < .001, \*\* p < .01, \* p < .05. <sup>a</sup>Models for Perceived Religious Support use subsample of those respondents who have a religious affiliation.

Measure	Vocational Exploration and Commitment Scale							Tendency to Foreclose Scale						
	1	2	3	4	5	6	7	1	2	3	4	5	6	7
Intercept	3.09 ***	2.46 ***	2.58 ***	2.59 ***	2.70 ***	2.47 ***	3.02 ***	2.07 ***	2.14 ***	2.20 ***	2.15 ***	2.07 ***	1.94 ***	2.08 ***
Geography	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
GPA	-0.05	-0.06	-0.07	-0.06	-0.08	0.00	-0.05	-0.07	-0.07	-0.06	-0.07	-0.07	-0.02	-0.07
School Year	0.05 *	0.05	0.06 *	0.05 *	0.06 *	0.10 **	0.05	-0.06 **	-0.06 **	-0.06 **	-0.06 **	-0.06 **	-0.05 *	-0.06 **
Total Spt		0.23 ***							-0.03					
Family Spt			0.14 ***							-0.04				
Friend Spt				0.15 ***							-0.02			
Academic Spt					0.17 ***							0.00		
Religious Spt						0.03							-0.01	
Supervisor Spt							0.03							0.00
F Value	1.33	2.88	2.44	2.51	3.83	2.11	1.28	3.41	3.08	3.24	3.10	3.03	1.38	3.03
R-square	0.02	0.04	0.03	0.03	0.05	0.04	0.02	0.04	0.04	0.04	0.04	0.04	0.03	0.04
Sample size	669	669	668	669	669	473	669	669	669	668	669	669	473	669

\*\*\* p < .001, \*\* p < .01, \* p < .05.

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